

Sectoral Advisory Bodies 2021
Proposals by constituents ¹

Sector	Title/Format ²	Source	Summary description
	Technical Meeting or Global Dialogue Forum/ Meeting of Experts/ Research for a future meeting	Workers/Employers/ Governments	Short summary
Media; culture (incl. sports); graphical	Technical Meeting for the arts and entertainment sector: The future of work in the arts and entertainment sector	Workers GB.335/POL/3	<p>The Covid-19 pandemic has destroyed thousands of businesses, jobs and careers in the arts and entertainment sector, exacerbated by insecure employment and labour conditions in the sector. In March 2019, the ILO Governing Body adopted SAB recommendations (GB.335/POL/3), which provide in section B, para. 27: Preparatory work, including research, will be undertaken on the future of work in the culture and media sectors with a view to consideration being given at the next meeting of the sectoral advisory bodies to holding tripartite meetings in these sectors.</p> <p>The tripartite meeting could address the future of work in the arts and entertainment sector and measures to provide workers in the sector with universal access to comprehensive and sustainable social protection and an effective right to collective bargaining.</p>
	Technical Meeting on anticipation of future skills needs in the media and entertainment industry for a sustainable and resilient recovery	Employers	<p>The media, entertainment and culture sector is being disproportionately affected by COVID-19 controlling-measures. Emerging technologies are already creating new forms of media and entertainment experiences, dissemination and new business models with huge economic growth and employment potential. Anticipation of future skills needs and skills development appears to be a fundamental component of the recovery of the industry. A technical meeting would allow the industry to identify the social, hard and technical skills needed that will sustain the future recovery of the</p>

¹ As per usual practice, resources will be kept in reserve to allow for one additional meeting per biennium on an emerging sectoral issue of interest to constituents that requires a lighter than usual preparatory stage.

² Research with a view to a meeting in a future biennium.

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			sector and allow for a direct implementation of the ILO Centenary Declaration which asks the ILO to direct its efforts to address existing skills gap.
Postal and telecommunications services	-	-	-
Financial services and professional services	Global Dialogue Forum on social dialogue, industrial relations and working conditions in the private security services industries	Workers	<p>Private security is a rapidly growing sector with sales estimated between USD 180 and 250 billion, generated by more than 20 million outsourced employees. In general, skills levels in the sector are low. In terms of occupational hazard and risk, private security comes with unsociable and often long working hours, solitude, long standing time, verbal and/or physical abuse. There is significant evidence of overwork and underpayment in wages with very little access to collective bargaining outside of Europe. Deaths related to Covid-19 have been disproportionally high among security workers.</p> <p>It should be a common objective for trade unions, employers and governments to engage in a global debate to identify problem areas and develop policies and tools to ensure adequate regulation for the industry, including protection for workers' rights and protecting their health as well as encouraging and guiding national dialogue on the issues described above.</p>
Commerce	Technical Meeting on digitalization in the retail sector as an engine for economic recovery	Employers	The COVID-19 pandemic has dramatically changed consumer behaviour and even changed the nature of the demand. Retailers of all kinds are tested in their ability to pivot to scale their supply chains or fund alternative reliable revenue streams such as e-commerce or delivery functions. These long-term changes have accentuated the need for the retail industry to undergo a transformational shift and accelerated the digital transformation that was already expected to take place. Digitalization impacts the entire retail organization ranging from sourcing, inventory employee management, training or customer experience. More globally, digitalization has emerged in recent years as a key economic driver that accelerates growth and facilitates

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			job creation in the retail sector. A technical meeting on this subject would bring together social partners of the industry and governments to discuss the state of play, best practices and innovative responses linked to digitalization that are emerging across the industry as it deals with the implications of the COVID-19 virus.
Health services	Technical Meeting to review the tripartite response to the Recommendations of the ComHEEG and its follow-up, the Working for Health Programme	Workers	ILO, WHO and OECD have worked together on the UN High Level Commission on Health Employment and Economic Growth. At its 70th World Health Assembly, WHO adopted a Five-year Action Plan for Health Employment and Inclusive Economic Growth (2017–2021), which is currently being implemented by the Working For Health Programme. This meeting would review the follow up to the ComHEEG and make recommendations for further action.
Public service	Technical Meeting on the protection of workers who report wrongdoing	Workers	<p>Whistleblowers play a pivotal role in supporting transparency and accountability in both the public and private sectors, and they bring to light illegal activities such as tax evasion, collusion and others that are contrary to the public interest. Whistleblowing can save lives; however, in disclosing relevant information, whistleblowers often risk their jobs, freedom, or even their lives.</p> <p>At its 329th Session, in March 2017, the GB considered that “four subjects require further work and discussion in other tripartite forums before they could be considered to give rise to full proposals for inclusion on the agenda of the Conference”, including “independence and protection in public service (fight against corruption)”.</p> <p>The proposed technical meeting could:</p> <ul style="list-style-type: none"> • address the state of the affairs about figure of whistleblowers and its protection, and how the independence of public sector is relevant in the fights against corruption;

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			<ul style="list-style-type: none"> • identify gaps and difficulties in the application of the current whistleblowers protection frameworks; • identify the extent to which ILO instruments are relevant to the protection of whistleblowers; and, • making recommendations on a way forward.
Utilities	-	-	-
Education	Research on terms and conditions of employment of education support personnel with a view to hold a meeting in a future biennium	Workers	At the “Global Dialogue Forum on Employment Terms and Conditions in Tertiary Education”, held at the ILO on 18-20 September 2018, the tripartite constituents recommended that the Office should “...undertake and disseminate research on: terms and conditions of employment of education support personnel...”.
Mining	(Artisanal and small-scale mining) Technical Meeting on development of fundamental rights, labour relations and social dialogue in artisanal and small-scale mining	Workers	There are more than 40 million men and women working in artisanal small-scale mining (ASM), overwhelmingly informal. ASM is characterized by circumstances devoid of official recognition at worst and grudgingly scant recognition by the authorities, the industry and in some cases the trade unions. While the jobs in this segment of the mining industry are vulnerable, the conditions are beyond any conformity with national and international labour standards. The International Labour Organization (ILO) estimates that accidents rates are routinely six or seven times higher than in larger operations, even in industrialized countries. The ASM or informal mining sector is characterized by lack of respect fundamental workers’ rights, hazardous working conditions, and unfair payments for their products, which feed into the mainstream market and thereby keeps the sector alive, if barely so.

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			The last time the ILO organized a global sectoral meeting on artisanal and small-scale mining was in 1999. It is high time to take stock of the decent work challenges the sector faces today and agree on solutions for the way forward. This would give us a mandate to step up our work in the years to come.
	(Coal) Meeting of Experts on Just Transition measures for coal industry in line with the ILO guidelines for a Just Transition to environmentally sustainable economies and societies for all	Workers	Noting that the Paris agreement implementation is uneven at country and regional level and is fraught with challenges related to the transition towards a low carbon future amidst developing countries' dependence on coal for development and economic growth, Just Transition has become an urgent imperative. However, incoherent policy responses remain a challenge with implications for jobs for coal mining workers directly impacted in line with priorities focused on the implementation of the ILO Centenary Declaration for the Future of Work as far as climate change impacts on the future of work.
Oil and gas production, oil refining	(Oil and gas) Meeting of Experts on Just Transition around energy transformation from fossil fuels towards renewable energy	Workers	<p>Given the ongoing discussions on the future of fossil fuels, particularly oil and gas, for the purpose of the implementation of the ILO Centenary Declaration for the Future of Work and following up the ILO guidelines for a Just Transition to environmentally sustainable economies and societies for all, there is a need for governments, employers and workers coming together to discuss and agree on a road map for these sectors. With the growing energy transition prospects, it is important to evaluate the impact on working conditions, decent work and social dialogue in oil and gas sectors in moving to renewables.</p> <p>A meeting of experts with governments, companies and workers' representatives will be critically important in the energy transition process in order to establish social dialogue to address medium- and long-term challenges.</p>

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Chemical industries	(Rubber gloves) Technical Meeting to establish a common understanding of the realities and challenges of the industry, and reach common commitments on assuring decent work and social dialogue in the production	Workers	Rubber or latex glove production is an industry receiving heightened international attention during the pandemic. Several mainstream media outlets are reporting on working conditions in the industry, especially in South East Asia. Several social rights campaigners are also increasingly investigating the industry, some of these organizations have influence over significant purchasing processes of medical gloves.
	(Pharmaceuticals) Technical Meeting on decent work and social dialogue in pharmaceutical industry	Workers	The attention of the world is now turned to the vaccine industry. The question of universal access to the Covid-19 vaccination programs will determine the global recovery from the pandemic. Without achieving immunity of the society, countries' economies and therefore decent jobs will be gravely hindered. A global dialogue of the sector will bring together the actors to address these questions, and also analyse workers' rights in the production of vaccines.
Basic metal production	(Steel) Technical Meeting over the new production patterns with respect to digitalization and decarbonization in	Workers	COVID-19 crisis worked as a catalyst for the speed-up in changes in base metals production: IndustriALL Global Union expects a very slow recovery of the basic metals production, namely in the steel industry. At the same time, there is a growing overcapacity, mostly resulting from new installations in India and China. This development is going hand in hand with changes in production patterns in developed economies: The technical and ecological changes are mostly

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	the global steel industry		related to digitalization of steel and aluminium production on the one hand and “green” (decarbonized) steel production on the other hand.
Transport equipment manufacturing	–	–	–
Mechanical and electrical engineering	(Mechanical engineering) Technical Meeting over the consequences of digitalization combined with GreenTech in the sector, requiring new skills for the workforce	Workers	The mechanical engineering sector is a driver of and subject to changes following the demand for digitalization and green technologies (“GreenTech”) at the same time. This sector changes its internal production patterns according to digitization and delivers at the same time technical equipment that drives the digitization in other sectors (i.e. machine construction, automotive, power generation etc.) and delivers also installations for GreenTech (namely power generation and life cycle products). This requires specific attention to the question of a just transition in the sector.
	(Electronics) Research on decent work in the management of e-waste with a view to hold a meeting in a future biennium	Workers	This research is to inform possible future action of the ILO, including the possibility of convening a meeting to be decided by the Governing Body to develop guidelines or a code of practice to advance decent and sustainable work in the management of e-waste. Recurrent work as follow-up of the Global Dialogue Forum on Decent Work in the Management of Electrical and Electronic Waste (E-waste) which was held on 9–11 April 2019.
Textiles, clothing, leather, footwear	–	–	–

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Agriculture, plantations, other rural sectors	Meeting of experts on decent work in agro-food: an essential part of sustainable food systems	Workers	<p>During the COVID-19 pandemic, food and agricultural workers were classed as essential workers and required to keep working to ensure global food supply. The pandemic saw significant numbers of cases of COVID-19 infections and deaths in agricultural and food workplaces. Investigation of these cases shone a spotlight on poor working conditions, especially for migrant workers. The COVID-19 pandemic highlighted both the fragility of current food systems and the damage they do to the planet with the destruction of natural habitats and as drivers of the climate crisis. It is estimated by the WHO that globally about one billion cases of illness and millions of death occur every year from zoonoses. Some 60% of emerging infectious diseases that are reported globally are zoonoses. With further destruction of natural habitats the likelihood of further pandemics called by zoonoses increases.</p> <p>The meeting of experts should examine</p> <ul style="list-style-type: none"> • decent work deficits for workers in agro-food and make proposals to remedy the deficits, • the links between current food systems models and the climate crisis and, in line with ILO commitments in the Climate Action for Jobs initiative, make proposals for changes to food systems to ensure that they provide decent employment and protect the planet.
Food, drink, tobacco	–	–	–
Hotels, catering and tourism	Global Dialogue Forum on measures to create and sustain post-pandemic employment in the	Employers	<p>Since the beginning of the COVID-19 pandemic, travel restrictions, low consumer confidence, declining income levels and the struggle to contain COVID - 19 have been central themes of the most dramatic year in the history of tourism. UNWTO estimates a decline of 70% to 75% in international arrivals for 2020. If this scenario is confirmed, global tourism will have gone back to levels of 30 years ago. This decline due to the consequences of the pandemic could trigger a loss of USD2 trillion in global GDP. The hotels, restaurant and</p>

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	hotels, catering and tourism sector, including measures based on sustainability, innovation and technology		<p>travel agency sector is possibly the one most impacted by the crisis and that will take the longest to recover.</p> <p>The proposed meeting would aim to discuss:</p> <ul style="list-style-type: none"> • The access and use by SMEs of new technologies, especially artificial intelligence, different electronic media and digital media. • How to ensure that the access to and use of new technologies does not undermine decent work and the gender agenda, that it does not exclude workers from the formal system and does not affect employment in formal tourism, hotels and restaurants. • How to facilitate access to knowledge and incorporate processes and tools for tourism, hotels, and restaurants with the purpose of contributing to the environmental quality of the surroundings. • How to create sustainable post-COVID employment in businesses that are under-financed and on the verge of closure. • How to incorporate innovation into the SME world. • How to improve the image of employability. • How to use new technologies and innovation to generate new professional profiles? • How to promote and achieve global commitments, urging the actors that have emerged from the increased use of new technologies to be subject to law in all markets in which their information and/or marketing operations are where directly or indirectly present.
	Meeting of experts on a Code of Practice on occupational health and safety in the hotel sector	Workers	<p>Despite lockdowns and travel restrictions, hotels have continued to play a vital role during the COVID-19 pandemic. In addition to their usual function, hotels have been used as quarantine centres; as accommodation for medical personnel; and as refuges for victims of domestic violence. The COVID-19 pandemic brought new challenges but also highlighted pre-existing issues in the hotel sector, which is characterized by diversity and a variety of occupational safety and health challenges. Making sure that hotels are safe is key to ensuring guest confidence as the sector re-opens and beyond. However, there is a lack of global tripartite guidance. In response to the</p>

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			COVID-19 pandemic, hotel companies issued unilaterally developed protocols based on guidance from private agencies and UN agencies issued guidance that failed to draw on ILO OSH instruments. The Code of Practice should cover all occupational safety and health issues in the hotel sector (not just those related to COVID-19). It should assist with giving effect to ILO Conventions C155, C170, C172 and C190, as well as to the ILO Guidelines on decent work and socially responsible tourism (especially Chapter 3.5.3, paragraphs 74 -76).
	Technical meeting on COVID-19 and the tourism sector	Governments	The tourism sector has been severely affected by the COVID-19 pandemic. The technical meeting would discuss ways to build back better and lessons learned from the impact of covid-19 crisis on the tourism sector.
Construction	Meeting of experts to prepare a guidance document on labour clauses in public procurement towards achieving Sustainable Procurement and Decent Work in Construction	Workers	The construction industry is characterized by a high proportion of small firms, sub-contractors, self-employed, informal contractual practices, high turnover, transient sites, lack of training and skills development, as well as a range of hazards such as work at heights, cranes, scaffolding, excavations, tunnelling, heavy plant and machinery. While contracts are won by competitive bidding, recent public contracting developments question the effectiveness of the standards set out in the Labour Clauses (Public Contracts) Convention, 1949 (No. 94). Such trends include, among others, increased subcontracting, service- or labour-only contracting, global sourcing, and decentralization of public procurement policies. The proposed meeting of experts would constitute a follow up of the Global Dialogue Forum on Decent Work in Local Government Procurement for Infrastructure Provision (February 2009), which noted that "...the ILO could organize a meeting of experts with a view to preparing a guidance document on labour clauses in public procurement".
Forestry, wood, pulp, paper	(Forestry) Meeting of experts to update the Code of practice	Workers	The proposed meeting of experts would follow up on the Sectoral meeting on promoting decent work and safety and health in forestry (May 2019) (Conclusions, Paragraph 18 : The Office should "develop a work plan in

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	on Safety and health in forestry work (1998) and the Guidelines for labour inspection in forestry (2005)		<p>consultation with tripartite constituents to support governments and social partners to promote and further implement the code of practice on Safety and health in forestry work (1998) and the Guidelines for labour inspection in forestry (2005), including through capacity-building; and initiate preparations to update through a meeting of experts these two tools to include specific provisions on emerging issues such as climate change, new technologies, migration, and the informal economy, among others.</p> <p>The meeting would aim to update the Code of practice on Safety and health in forestry work (1998) and the Guidelines for labour inspection in forestry (2005).</p>
Shipping, ports, fisheries, inland waterways	(Inland waterways) Meeting of experts on decent work in the inland waterways sector	Workers GB.335/POL/3	<p>The GB in March 2019 already endorsed the consensus reached at the SABs in January 2019 that a Meeting of experts on decent work in the inland waterways sector be held in the biennium 2022–23. Inland waterways transport (IWT) is a sustainable, safe, cheap and reliable form of transport. IWT plays an important role in the transportation of freight and passengers in many parts of the world. Although IWT is a sector that is often examined from a regional perspective, certain global trends have emerged in recent years. For example, in some cases, an increasing tendency to re-flag vessels has been observed. Also, technological change, and issues related to fundamental rights, freedom of association, collective bargaining, privatization and wage competition have impacted working conditions in the sector.</p> <p>The proposed meeting could provide guidance on:</p> <ul style="list-style-type: none"> identifying the opportunities and challenges for the realization of decent work in IWT; identifying the challenges of governance to achieving decent work in IWT; and, concrete steps that the ILO and its tripartite constituencies can take to address the decent work deficits in the sector.

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Transport (including civil aviation, railways, road transport)	(Civil Aviation) Technical meeting on a green, sustainable and inclusive economic recovery for the civil aviation sector	Employers GB.335/POL/3	<p>In March 2019, the ILO Governing Body adopted SAB recommendations (GB.335/POL/3), which provide in section B, para. 27: “Preparatory work, including research, will be undertaken on the future of work in aviation with a view to consideration being given at the next meeting of the sectoral advisory bodies to holding tripartite meetings in these sectors.”</p> <p>From travel restrictions to flight cancellations, the airline industry has been one of the hardest-hit industry by the COVID-19 pandemic. Not only the COVID-19 crisis has had an almost immediate effect on the airline industry, but it has also placed an extreme financial pressure on operators in the absence of meaningful passenger demand. Forecasts predict that 2020 may be the industry’s worst financial year in its history. On an employment level, the most recent analysis show that up to 4.8 million jobs in aviation may be lost by the beginning of 2021, representing a 43 per cent reduction from pre-Covid-19 levels.</p> <p>Against this backdrop, there is an urgent need to shape a sustainable trajectory for the recovery of the aviation industry. The proposed meeting could allow for a discussion on elements that need to be planned and put in motion during the recovery phase of the industry to address long-term employment concerns. In particular:</p> <ul style="list-style-type: none"> • debates should address the composition of the sector; • learning processes; innovation; new technologies; productivity plans; linkages with new industries as well as the promotion of decent work and productive employment creation policies among others; and • discussions around the identification, anticipation and provision of green skills.

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Transport (including civil aviation, railways, road transport)	(Railways) Technical meeting on the future of decent and sustainable work in the railways sector	Workers	<p>The railways sector has the potential to offset climate change while promoting decent employment and moving freight and passengers. A just transition, new technological skills and training and investment to decarbonize infrastructure can support progress towards achieving environmental targets, sustainable development practices and responsible public procurement. The sector could provide the bedrock of more environmentally sustainable supply chains.</p> <p>The ILO does not have specific sectoral instruments or tools for the railways sector. International cooperation, guidance on standards, and the implications for responsible investment could help in achieving decent and sustainable work in the sector in future years. The proposed meeting could provide guidance on:</p> <ul style="list-style-type: none"> • identifying the opportunities and challenges for the realization of decent and sustainable work in the railways sector; • identifying and addressing the salient challenges of governance to achieving decent and sustainable work in the sector; • promoting sustainable employment growth and decent work in the sector to help preserve and restore the environment and reverse climate change; • developing frameworks for effective social dialogue on technological developments in the sector; and, • identifying opportunities and challenges for strengthening women's and youth employment and equal opportunities in the sector.

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	(Cross-sectoral – maritime and transport) Meeting of Experts to review the IMO/ILO/UNECE Code of Practice for Packing of Cargo Transport Units	Employers	<p>The IMO/ILO/UNECE Code of Practice for Packing of Cargo Transport Units (CTU Code) was published in 2014.</p> <p>In 2018, the United Nations Economic Commission for Europe (UNECE) has received representations from the Russian Federation for some detailed amendments to the CTU Code, thus wishing the trigger a review process. Additional items that have identified in need of update by industry stakeholders include package stability, flexitanks, bulk cargoes in CTUs, contamination, pallets, concentrated loads, additional “functional” roles, improved communication and adopting some of the IMO’s “Informative Material” into the Annexes to the CTU Code.</p> <p>In 2019, the UNECE’S Inland Transport Committee approved “in principle the establishment of the Group of Experts on CTU Code and endorse[d] in principle its terms of reference, subject to the consideration and positive decisions to this effect by the administrative bodies and procedures of the other two partners, ILO and IMO”.³ The IMO’s Maritime Safety Committee at its 101st Session (June 2019), in its report (JMSC 101/24, paragraphs 9.9 and 9.10, approved participation by the IMO secretariat in the proposed Group of Experts.</p> <p>Against this backdrop, the proposed meeting could allow for a discussion on:</p> <ul style="list-style-type: none"> • the items to be included in the review; • the status of the CTU Code; • how to engage governments more readily; • a review of the IMO’s Informative Material and CTU Code annexes; and • the development of an app.

³ UNECE, [Report of the Inland Transport Committee on its eighty-first session](#), ECE/TRANS/288, paragraph 79.

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	(Road transport) Global Dialogue Forum on lessons learned from Covid- 19 and the identification of road transport workers as key workers	Employers	<p>Covid 19 has shown the importance of truck drivers in transporting goods and people. Some countries have designated road transport workers are designated as essential workers giving them priority access to proper protection and disinfection equipment and material. Yet, more resources should be made sufficiently available by governments to this category of workers.</p>
	(Road transport) Technical meeting on the future of data governance in road transport	Employers	<p>As main generators of data in the sector, transport operators are concerned by the lack of regulation and transparency. Where does the data their vehicles produce go? How is it used and by whom? Can they access their own data? Uncertainty makes transport operators hesitant to share data with other businesses.</p> <p>The technical meeting proposed should focus on the three key principles that have been identified at the international level to guarantee data fairness:</p> <ul style="list-style-type: none"> • adoption of a global legal framework for the provision of business-to-business data; • provision of financial incentives to operators; and, • compensation of transport operators for sharing their data.